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1-1-1937

Retail Clerks International Protective Association, Local 240 (1937)

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Retail Clerks International Protective Association, Local 240 (1937)

Location

Bellingham, WA

Effective Date

1-1-1937

Expiration Date

11-1-1938

Union

Retail Clerks International Protective Association

Union Local

240

NAICS

44

Sector

Private

Item ID

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Comments

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Retail Clerks #240 Bellingham, Wash
Nov '38

Wage Scale and Grocery Agreement Of Local No. 240

RETAIL CLERK'S INTERNATIONAL PROTECTIVE ASSOCIATION OF BELLINGHAM, WASH.



3

TO WHOM IT MAY CONCERN:

The following Scale of Wages, Hours and Working Conditions shall be in force and effect between....., operating.....

Grocery, hereinafter known as the Party of the First Part, and Retail Clerk's International Protective Association, Local No. 240, hereinafter known as the Party of

the Second Part, and shall be in effect from....., 193....., to—

....., 193.....

SECTION I.

The Party of the First Part to the agreement agrees to employ only those salespeople, members of the Union, or who will become members if eligible and acceptable to the Union. All present employees shall be acceptable to the Union upon the payment of the current month's initiation fee and monthly dues.

The Party of the second Part to the agreement agrees to furnish a Union membership card and button to such salespeople in the employe of the Party of the First Part when all regular and regular extra salespeople have complied with the rules and regulations of the Union and are members therein.

SECTION 1-A

Any employee working for the Party of the First Part not to exceed twelve (12) hours per week shall be considered a part-time employee and shall be subject to the terms of this agreement regarding wages and hours, and must secure a working permit from the Business Agent of Local No. 240, working permit to be good for thirty (30) days.

SECTION II.

The following days shall be considered as holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day and either Armistice Day or Washington's Birthday, whichever of these latter two is most commonly observed. Holidays shall be observed with pay. When a holiday falls on Sunday, the following Monday shall be observed. Employees receiving such holidays may be employed without additional compensation, at the discretion of the employer, for inventory, not to exceed twenty (20) consecutive hours, with one hour off for lunch, annually; twenty (20) such hours to be in addition to regular hours of employment.

SECTION III.

Forty-eight hours shall constitute a week's work. All time over forty-eight (48) hours shall be paid for at the rate of time and a half. Working hours shall be from 8:00 o'clock A. M. to 6:00 o'clock P. M., Monday to Saturday inclusive, with one hour off for lunch. Eight (8) hours shall constitute a day's work. Any time over eight (8) hours shall be paid for at the rate of time and a half. Store shall remain closed all day on Sundays. Up to fifteen (15) minutes shall be allowed after store business hours, when necessary, for cleaning up, and for the proper care of perishable merchandise. Thirty (30) minutes shall be allowed, on Saturdays and on days before prescribed holidays, without compensation.

SECTION IV.

After one year's employment, employees shall be granted one week's vacation with pay.

SECTION V.

No employee shall suffer any reduction of pay on account of the adoption or through the operation of this agreement. This applies to all employees receiving remunerations other than wages. There shall be no reduction in wages due to State or National legislation. There shall be no private agreements or contracts between the employer and employee unless it is over and above said scale of wages.

SECTION VI.

The Party of the First Part reserves the right to discharge any person in his employ, it being understood, however, that no employee shall be discharged for Union activities and services on any Union Committee. All such Union activities and services are to be performed at other than store business hours.

SECTION VII.

✓ The actual Owner, Store Manager or Partner (in the case of an actual bona-fide two-man partnership) shall be exempt from membership, providing he employs sales-people who are eligible for membership in the Union and who become members of Retail Clerk's International Protective Association, Local No. 240.

SECTION VIII.

The minimum wage scale shall be as follows:

MEN:	Apprentice (first 12 months).....	\$17.00 per week
	After one year's experience	21.00 per week
	After three years' experience (Journeyman).....	25.00 per week
WOMEN:	Apprentice (first 12 months).....	15.00 per week
	After one year's experience	18.00 per week
	After three years' experience	20.00 per week
	Head Clerk, whether male or female, provided more than two are employed.....	27.50 per week

↑ One (1) Apprentice shall be allowed to every three (3) Journeymen or fraction thereof. No apprentice shall replace a Journeyman unless they receive Journeyman's Wages.

↻ Part-time workers shall be paid according to the scale of the Classification to which they belong; if an Apprentice to receive Apprentice's Wages, Journeyman paid Journeyman's wages, etc.

SECTION IX.

Should any controversy arise between the contracting parties; not provided for in this Agreement, or any misunderstanding as to its true interpretation, it shall be submitted to a Committee of five (5) for arbitration; Committee to be assembled as follows: Two (2) Committee-men to be named by the Party of the First Part, two (2) to be named by the Party of the Second Part, and the four to choose a fifth, a disinterested Party. During such time as the matter is pending before the Board, there shall be no lock-out, strike or removal of Union Card. The decision of the arbitrators shall be final.

SECTION X.

This agreement shall become at once effective and binding upon the Party of the First Part and the Party of the Second Part, and all Union employees of the Party of the First Part upon its execution by the parties hereto, and shall remain in effect and binding upon each and all said parties and individuals until Nov. 1st, 1938. In the event that neither the Party of the First Part nor the Party of the Second Part shall, at least thirty days prior to the date of the termination of this agreement as hereinbefore in this paragraph fixed, give notice in writing to the other party thereto that the party so giving notice desires to terminate, amend or modify said agreement, then said agreement shall be and remain in full force and effect and binding all as aforesaid for the period of one year (1) more, and from year to year thereafter until the giving of such notice.

SECTION XI

The foregoing conditions having been met with, a Union Card is to be loaned by the Party of the Second Part and prominently displayed by the Party of the First Part.

Party of the First Part:

Party of the Second Part:

RETAIL CLERKS' INTERNATIONAL
PROTECTIVE ASSOCIATION,
LOCAL NO. 240

By:

By: